

TABLE 3.11 -B
SUMMARY OF DISPARITY RESULTS
BASED ON THE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE
STATE OF TEXAS DEPARTMENT OF CRIMINAL JUSTICE
PROGRAM PERIOD ¹

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization (Percent)	Availability	Disparity Ratio ²	Utilization (Percent)	Availability	Disparity Ratio ²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.3 %	4.9 %	5.3 *	0.0 %	3.0 %	0.0
Hispanic	3.0	11.9	25.1 *	1.2	12.0	10.3
Asian and Other Minorities ³	0.5	1.0	50.0	3.3	1.3	259.8
Minority Subtotal	3.8	17.9	21.1 •	4.5	16.3	27.9
Caucasian Women	5.0	8.5	5.6 * •	2.5	5.9	42.9
Total HUB	8.8	26.4	33.3 *	7.1	22.2	31.9
Professional Services						
African American	0.1	1.4	4.4 •	0.0	1.8	0.6
Hispanic	0.4	3.2	11.8 •	0.7	4.5	14.8
Asian and Other Minorities ³	5.3	4.0	133.7	13.5	1.9	720.2
Minority Subtotal	5.8	8.6	67.2 *	14.2	8.2	173.6
Caucasian Women	0.4	9.5	4.6 •	0.0	12.7	0.3 *
Total HUB	6.2	18.0	34.4 *	14.3	20.9	68.4
Other Services						
African American	0.1	4.2	1.9 *	0.1	2.4	2.5 *
Hispanic	2.3	4.9	47.2 *	0.4 ²	4.1	9.5 •
Asian and Other Minorities ³	0.0	1.5	0.0 •	0.0	1.7	0.0 *
Minority Subtotal	2.4	10.6	22.6 •	0.5	8.2	5.5 •
Caucasian Women	11.4	11.1	102.9	4.3	11.3	37.7 •
Total HUB	13.8	21.7	63.7 *	4.7	19.6	24.0 *
Commodity Purchasing						
African American	0.4	0.9	43.6 *	0.1	0.7	20.3
Hispanic	2.0	2.3	89.8 *	1.7	2.4	70.5
Asian and Other Minorities ³	1.9	1.1	177.4	0.7	1.1	66.1
Minority Subtotal	4.3	4.3	101.4	2.6	4.2	61.0
Caucasian Women	10.0	7.4	134.0	3.7	7.1	51.8 •
Total HUB	14.3	11.7	122.2	6.2	11.3	55.3 *

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Department of Criminal Justice during the State's program period. Utilization estimates are based on agency payment/procurement data Availability estimates are based on 1990 HUB availability. An asterisk (*) indicates that the disparity is statistically significant at the five percent level or better.

¹ The Program Period extends from September 1, 1991 to August 31, 1994.

² The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero.

³ Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data,

TABLE 3.11 -B
SUMMARY OF DISPARITY RESULTS
BASED ON TEE NUMBER OF PRIME CONTRACTORPROJECTS AND DOLLARS FOR TEE
STATE OF TEXAS GENERAL SERVICE COMMISSION
PROGRAM PERIOD ¹

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization (Percent)	Availability	Disparity Ratio²	Utilization (Percent)	Availability	Disparity Ratio²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.7 %	2.1 %	31.4 •	1.1 %	2.3 %	46.5
Hispanic	10.6	24.6	43.2 •	1.3	14.1	9.5
Asian and Other Minorities ³	0.0	0.9	□▫▫ *	0.0	0.9	0.0
Minority subtotal	11.3	27.6	40.9 *	2.4	17.2	13.8
Caucasian Women	11.9	13.2	90.6	2.9	7.6	38.8
Total HUB	23.2	40.8	57.0 •	5.3	24.8	21.4
Professional Services						
African American						
Hispanic						
Asian and Other Minorities ³						
Minority Subtotal						
Caucasian Women						
Total HUB						
Other Services						
African American	1.0	2.0	52.3 *	0.8	3.4	23.3
Hispanic	5.9	8.8	67.7 •	9.5	12.9	73.9
Asian and Other Minorities ³	0.0	1.5	□▫▫ *	0.0	2.2	0.0
Minority Subtotal	7.0	12.3	52.0 *	10.3	18.5	55.8
Caucasian Women	15.6	15.6	100.4	19.8	21.3	92.9
Total HUB	22.6	27.8	81.2 *	30.1	39.9	75.6
Commodity Purchasing						
African American	0.5	0.7	69.7 *	0.3	0.8	31.0
Hispanic	2.2	3.4	65.5 •	0.9	3.2	27.6
Asian and Other Minorities ³	2.4	1.2	204.3	3.7	1.4	263.1
Minority Subtotal	5.1	5.2	96.8	4.9	5.5	88.5
Caucasian Women	16.8	9.2	183.5	14.4	9.4	153.7
Total HUB	21.9	14.4	152.1	19.2	14.8	129.6

Notes This table summarizes HUB utilization, availability and resulting disparities for the State of Texas General Service Commission during the State's pre-program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. Data on professional services included too few contracts to report reliable results.

An asterisk (*) indicates that the disparity is statistically significant at the five percent level or better.

¹ The Program Period extends from September 1, 1991 to August 31, 1994.

² The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

³ Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data

TABLE 3.11 -B
SUMMARY OF DISPARITY RESULTS
BASED ON TEE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE
STATE OF TEXAS COMPTROLLER OF PUBLIC ACCOUNTS
PROGRAM PERIOD¹

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization	Availability	Disparity Ratio²	Utilization	Availability	Disparity Ratio²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.8 %	2.8 %	29.2	9.6 %	2.2 %	432.3
Hispanic	10.7	20.1	53.2 •	7.5	38.9	19.3 •
Asian and Other Minorities ³	0.0	1.2	□▫□	0.0	1.3	□▫□
Minority Subtotal	11.5	24.1	47.8 *	17.2	42.5	40.4
Caucasian Women	12.6	14.9	84.6	13.1	10.3	126.4
Total HUB	24.1	39.0	61.9 *	30.2	52.8	57.2
Professional Services						
African American						
Hispanic						
Asian and Other Minorities ³						
Minority Subtotal						
Caucasian Women						
Total HUB						
Other Services						
African American	2.7	5.1	54.2 *	0.7	3.8	19.0
Hispanic	6.4	13.6	47.1 •	0.3	4.4	5.6
Asian and Other Minorities ³	0.0	1.3	□▫□ *	0.0	3.1	0.0
Minority Subtotal	9.1	20.0	45.7 •	1.0	11.3	8.5
Caucasian Women	10.5	14.3	73.8 •	3.2	33.4	9.7
Total HUB	19.7	34.3	57.4 •	4.2	44.7	9.4
Commodity Purchasing						
African American	1.3	1.0	128.2	0.4	0.6	70.5
Hispanic	7.2	3.4	210.8	1.8	1.9	97.3
Asian and Other Minorities ³	12.1	2.0	597.5	3.7	1.2	296.8
Minority Subtotal	20.6	6.5	317.9	5.9	3.7	159.4
Caucasian Women	33.0	14.0	235.9	8.2	7.8	105.0
Total HUB	53.6	20.5	261.9	14.1	11.5	122.6

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Comptroller of Public Accounts during the State's program period. Utilization estimates are based on agency payment/procurement **data**. Availability estimates are based on 1990 **HUB** availability. Data on professional services included too few contracts to **report** reliable results.

An asterisk (*) indicates that the disparity is **statistically** significant at the five percent level or better.

¹ The **Program** Period extends from September 1, 1991 to August 31, 1994.

² The Disparity Ratio figures shown may not reflect precisely **utilization** divided by availability due to rounding errors. Certain figures round to **zero**.

³ Asians and Other Minorities include: Asian Indian, **Chinese**, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, **Aleut**, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (**FY** 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were **calculated** by **applying** the growth in minority and **female** self-employment between 1987 and 1990 using **Current Population Survey** and **Census of Population and Housing** data.

TABLE 3.11 - B
SUMMARY OF DISPARITY RESULTS
BASED ON TEE NUMBER OF PRIME CONTRACTORPROJECTS AND DOLLARS FOR TEE
STATE OF TEXAS PARKS AND WILDLIFE DEPARTMENT
PROGRAM PERIOD¹

Race/Sex Group	Projects			f Dollars		
	Utilization (Percent)	Availability	Disparity Ratio²	Utilization (Percent)	Availability	Disparity Ratio²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.2 %	2.8 %	4.7 •	0.2 %	2.4 %	8.3
Hispanic	3.2	23.8	13.3 •	2.8	8.8	31.7
Asian and Other Minorities ³	0.0	1.1	□▫▫ •	0.0	0.8	0.0
Minority Subtotal	3.3	27.7	12.1 •	3.0	12.0	24.9
Caucasian Women	5.3	12.2	43.7 •	3.4	7.7	44.2
Total HUB	8.7	39.9	21.7 •	6.4	19.7	32.5
Professional Services						
African American						
Hispanic						
Asian and Other Minorities ³						
Minority Subtotal						
Caucasian Women						
Total HUB						
Other Services						
African American	0.3	1.8	15.3 *	0.1	2.1	5.2
Hispanic	3.4	10.4	32.9 *	0.9	9.6	9.2
Asian and Other Minorities ³	0.0	1.0	0.0 *	0.0	1.7	0.0
Minority Subtotal	3.7	13.1	28.1 •	1.0	13.4	7.5
Caucasian Women	9.2	13.4	68.7 *	2.9	12.1	23.6
Total HUB	12.9	26.6	48.6 *	3.9	25.5	15.1
Commodity Purchasing						
African American	0.1	0.9	10.6 *	0.2	1.1	13.8
Hispanic	2.0	4.3	46.7 •	1.7	4.3	38.6
Asian and Other Minorities ³	1.0	1.0	□▫▫▫▫	1.4	1.4	100.7
Minority Subtotal	3.1	6.1	51.1 •	3.2	6.8	47.7
Caucasian Women	7.8	10.5	73.8 •	6.6	8.1	81.6
Total HUB	10.9	16.7	65.5 •	9.8	14.8	66.1

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Parks and Wildlife Department during the State's program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. Data on professional services included too few contracts to report reliable results.

An asterisk (*) indicates that the disparity is statistically significant at the five percent level or better.

¹ The Program Period extends from September 1, 1991 to August 31, 1994.

² The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero.

³ Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data

TABLE 3.12 - B
SUMMARY OF DISPARITY RESULTS
BASED ON TEE UNIVERSITY PAYMENT DATA FOR THE
- O F - S Y S T E M
TEE PROGRAM PERIOD¹

Race/Sex Group	Percent of Vendors			Percent of Dollars		
	Utilization (Percent)	Availability	Disparity Ratio²	Utilization (Percent)	Availability	Disparity Ratio²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.30 %	1.80 %	16.11 *	0.10 % ²	2.20 %	2.72
Hispanic	5.40	16.90	32.09 *	4.10	28.60	14.42 •
Asian and Other Minorities ³	0.30	0.90	31.18	0.00	0.70	1.41
Minority Subtotal	6.00	19.70	30.59 •	4.20	31.50	13.30 •
White Women	12.40	11.60	106.72	8.00	10.00	79.48
Total HUB	18.40	31.30	58.86 *	12.20	41.50	29.30 •
Professional Services						
African American	0.00	1.40	0.00	0.00	1.60	1.11
Hispanic	1.30	4.40	28.97	0.10	15.40	0.91
Asian and Other Minorities ³	5.30	1.80	298.87	0.10	0.80	14.29
Minority Subtotal	6.50	7.60	86.53	0.30	17.80	1.41
White Women	1.30	12.60	9.99 *	0.10	11.90	0.67
Total HUB	7.80	20.20	38.70 *	0.30	29.70	1.11
Other Services						
African American	0.40	2.20	16.07 •	0.10	2.30	5.65
Hispanic	4.20	7.10	59.63 •	2.00	7.70	26.27 *
Asian and Other Minorities ³	0.80	2.00	41.38 *	0.30	1.70	17.06
Minority Subtotal	5.50	11.40	47.85 *	2.50	11.70	18.63 •
White Women	13.70	16.90	80.72 *	7.50	15.00	50.17 •
Total HUB	19.10	28.30	67.46 *	9.90	26.60	37.31 •
Commodity Purchasing						
African American	0.70	1.10	65.71 •	0.30	0.60	51.67
Hispanic	3.30	4.50	72.63 •	1.80	3.50	49.86
Asian and Other Minorities ³	2.20	1.80	123.43	1.50	1.30	118.25
Minority Subtotal	6.10	7.30	83.77 •	3.60	5.40	66.17
White Women	9.80	11.10	88.70 *	6.00	8.70	68.47
Total HUB	16.00	18.40	86.73 *	9.50	14.10	67.66 •

Notes: This table summarizes HUB **utilization**, availability and resulting disparities for the State of Texas during the State's **pre-program period**. An asterisk (*) indicates that the disparity is **statistically significant** at the five percent level or better.

¹ The Pre-Program Period extends from September 1, 1989 to August 31, 1991.

² The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

³ Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): University payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using C-t Population Survey and Census of Population and Housing data

TABLE 3.12 - B
SUMMARY OF DISPARITY RESULTS
BASED ON THE UNIVERSITY PAYMENT DATA FOR
TEXAS A&M AT COLLEGE STATION
TEE PROGRAM PERIOD¹

Race/Sex Group	Percent of Vendors			Percent of Dollars		
	Utilization (Percent)	Availability	Disparity Ratio²	Utilization (Percent)	Availability	Disparity Ratio²
	(1)	(2)	(3)	(4)	(5)	(6)
Construction						
African American	0.30 %	2.10 %	13.62 *	0.00 % ²	3.00 %	0.00
Hispanic	3.80	8.10	46.86 •	2.60	13.30	19.25
Asian and Other Minorities ³	1.20	1.40	82.52	31.40	0.70	4,421.13
Minority Subtotal	5.30	11.70	45.25 *	33.90	17.00	199.88
White Women	8.60	10.10	85.53	2.10	8.00	26.01
Total HUB	13.90	21.80	63.84 *	36.00	24.90	144.84
Professional Services						
African American	0.20	1.30	14.73 •	0.00	0.80	0.00
Hispanic	1.00	6.90	13.73 •	0.20	3.30	5.22
Asian and Other Minorities ³	0.00	4.10	□□□ *	0.00	3.90	0.00
Minority Subtotal	1.10	12.30	9.16 •	0.20	8.00	2.26
White Women	0.80	9.00	8.44 •	0.30	8.80	2.95
Total HUB	1.90	21.30	8.86 *	0.40	16.80	2.56
Other Services						
African American	0.30	2.70	10.57 •	0.80	2.30	32.61
Hispanic	2.70	6.40	41.59 *	0.20	3.20	5.31
Asian and Other Minorities ³	0.40	2.10	18.84 •	0.10	3.20	3.77
Minority Subtotal	3.30	11.10	29.92 *	1.00	8.70	11.98
White Women	10.70	15.70	68.11 *	3.40	11.50	29.81
Total HUB	14.10	26.90	52.29 •	4.50	20.20	22.16
Commodity Purchasing						
African American	0.30	1.40	23.40 *	0.20	1.10	21.70
Hispanic	2.30	4.10	56.45 *	1.10	2.80	39.43
Asian and Other Minorities ³	1.70	2.10	80.19	0.60	1.50	37.66
Minority Subtotal	4.30	7.60	56.79 *	1.90	5.40	35.25 •
White Women	7.90	9.50	83.21 *	5.70	8.40	68.34
Total HUB	12.20	17.10	71.41 •	7.60	13.80	55.38 •

Notes: This table summarizes HUB utilization, availability and **resulting disparities** for the State of Texas during the State's **pre-program** period. An asterisk (*) indicates that the disparity is **statistically significant** at the five percent level or better.

¹ The Pre-Program Period extends from September 1, 1989 to August 31, 1991.

² The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

³ Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): University payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

APPENDIX C

Appendix C

Disparity Study Procurement Categories

Professional Services

Object Code	Description
7245	Financial and Accounting Services
7248	Medical Services
7256	Architecture/Engineering Services
7298	Surveying Services

Construction

Object Code	Description
7266	Maintenance and Repair-Buildings
7270	Maintenance and Repair-Roads and Highways
7328*	Supplies/Materials-Agriculture, Construction, Hardware Commodities
7341	Construction of Buildings
7343	Remodelling of Buildings-State Owned
7346	Construction/Improvements of Grounds and Land
7347	Construction of Highways
7349	Construction of Roads

Commodities

Object Code	Description
7300	Consumables
7302	Computer Consumables
7304	Fuels and Lubricants
7307	Aircraft-Fuels and Lubricants
7309	Promotional Items
7310	Chemicals and Gases

7312	Medical Supplies
7315	Food Purchased for by the State
7316	Food Purchased for Wards of the State
7322	Personal Items-Wards of the State
7325	Services for Wards of the State
7328	Supplies/Materials-Agriculture, Construction, Hardware
7330	Parts-Furnishings and Equipment
7331	Plants
7333	Fabrics and Linens
7334	Furnishings and Equipment-Not inventoried or Capitalized
7335	Computer Parts-Fur-n. and Equip. Not Inventoried or Capitalized
7351	Lease/Purchase-Motor Vehicles/Passenger
7352	Lease/Purchase-Motor Vehicles/Other
7371	Purchase of Motor Vehicles-Passenger Cars
7372	Purchase of Motor Vehicles-Other
7373	Purchase of Furnishings and Equipment-Capitalized
7374	Purchase of Furnishings and Equipment-Inventoried
7375	Purchase of Aircraft
7376	Lease/Purchase of Furnishing and Equipment
7378	Purchase of computer Equipment-Inventoried, not Capitalized
7379	Purchase of Computer Equipment-Capitalized
7380	Purchase of Computer Software
7384	Purchase of Animals-Non-capitalized
7385	Lease Purchase of Computer Equipment
7386	Purchase of Animals-Capitalized
7387	Purchase of Computer Software-Capitalized
7391	Central Supply Retail Store

7393	Merchandise Purchased for Resale
7394	Raw Material Purchases
7406	Rental of Furnishings and Equipment
7411	Rental of computer Equipment
7415	Rental of Computer Software
7442	Rental of Motor Vehicles
7445	Rental of Aircraft
7449	Rental of Marine Equipment
7510	Telecommunications-Parts and Supplies
7519	Lease Purchase of Telecommunication Equipment
7520	Telecommunications-Equipment Purchased-Capitalized
7522	Telecommunications-Equipment Rental
7523	Telecommunications-Equipment Purchased Inventoried

Other Services

Object Codes	Description
7204	Insurance Premiums
7205	Employee Bonds
7211	Awards
7216	Insurance Premiums-Approved by Board of Insurance
7239	Consultant Services-Approval by the Governor
7240	Consultant Services-Other
7242	Consultant Services-Computer
7243	Educational/Training Services
7246	Legal Services
7249	Veterinary Services
7253	Other Professional Services
7255	Investment Counseling Services

7257	Legal Services-Approval by State Admin. Hearings
7259	Race Track officials
7260	Maintenance and Repair-Furnishings and Equipment
7262	Maintenance and Repair-Computer Software
7263	Maintenance and Repair-Aircraft
7267	Maintenance and Repair-Computer Equipment
7271	maintenance and Repair-Grounds and Land
7272	Hazardous Waste Disposal Services
7273	Reproduction and Printing Services
7274	Temporary Employment Agencies
7275	Computer Programming Services
7277	Cleaning Services
7281	Advertising Services
7284	Data Processing Services
7286	Freight/Delivery Services
7299	Purchased Contracted Services
7514	Telecommunications-Maintenance and Repair
7516	Telecommunications-Other Service Charges

Object Code Categories Not Included:

Benefits, claims and judgments, Inter-fund Transfer/Other, Intergovernmental Payments, Investments, Other Expenses (7071-7224 and **7686-7806**), Payment of Interest, Payment of Principal, Public Assistance Payments, Rental and Leases, Salaries and Wages, and Travel.

APPENDIX D

APPENDIX D

STATE OF TEXAS **CAPACITY/DISPARITY STUDY** **M/WBE DIRECTORIES COLLECTED**

Directory Name	Agencies/Organizations Included in Directory	Cities Included In Directory
Texas General Services Commission HUB Directory	Amarillo International Airport Amarillo Transportation Authority City of Amarillo City of Corpus Christi ci of Waco Edinburg Chamber of Commerce Harlingen Chamber of Commerce SBA Harlingen District SDC-Kingsville Bexar county American Indian Chamber of Commerce Asian American chamber of Commerce Dallas Black Chamber of Commerce Dallas Hispanic Chamber of Commerce Greater Dallas Chamber of Commerce San Antonio Hispanic chamber of Commerce Business Research Services, Inc. (A) Business Research Services, Inc. (B) city of Arlington City of Dallas City of Fort Worth City of Grand Prairie city of Plano City of Richardson Dallas County Dallas County Hospital District Dallas County MHMR Center Dallas Housing Authority Dallas independent School District DART DFW International Airport Ft. Worth Trans Authority Tarrant County Hospital District City of San Antonio San Antonio International Airport City of Houston Houston Minority Development Council City of Austin (A) City of Austin (B) Texas Department of Transportation Dallas County Community College M/WBE Vendor List Tarrant County DBE Vendor List City of El Paso DBE Vendors	Amarillo Amarillo Amarillo Corpus Christi Waco Edinburg Harlingen Harlingen Kingsville San Antonio Dallas Dallas Dallas Dallas Dallas Dallas Dallas Dallas San Antonio Statewide Statewide Arlington Dallas Ft. Worth Grand Prairie Plano Richardson Dallas Dallas Dallas Dallas Dallas Dallas Dallas Dallas Dallas Dallas Dallas Ft. Worth Ft. Worth San Antonio San Antonio Houston Houston Austin Austin Statewide Mesquite Ft. Worth El Paso El Paso El Paso Brownsville Edinburg Lubbock San Antonio Houston Dallas salt Antonio Midland Midland Midland Midland Midland Midland Ft. Worth Abilene Abilene
Bexar Master Directory Minority Business Resource Guide 1993		
San Antonio Hispanic and Minority Database Business Research Services M/WBE Directory (A) Business Research Services M/WBE Directory (B) North Central Texas Reg. Cert. Agency M/WBE Lii		
City of San Antonio M/WBE Directory		
City of Houston M/WBE List Houston M/WBE Directory 19930994 City of Austin OMBA Certified Vendors List (A) City of Austin OMBA Certified Vendors List (B) Texas Dept. of Transportation DBE Directory Dallas County Community College M/WBE Vendor List Tarrant County DBE Vendor List City of El Paso DBE Vendors		
UT Pan American M/WBE Diictory		
City of Lubbock MBE Vendor List SBA San Antonio District 8(a) Company Portfolio Houston Transit Authority Minority Supplier List Greater Dallas Hispanic Chamber of Commerce Member List San Antonio Transit Authority DBE List Minority and Women-Owned Business Directory		
Ft. Worth Hispanic Chamber of Commerce Member List City of Abilene M/WBE Directory		

APPENDIX D

**STATE OF TEXAS CAPACITY/DISPARTY STUDY
M/WBE DIRECTORIES COLLECTED**

Directory Name	Agencies/Organizations Included in Directory	Cities Included In Directory
Ft. Worth Metro Black Chamber Member Roster	Ft. Worth Metro Black Chamber	Ft. Worth
Victoria Hispanic Chamber of Commerce Member List	Victoria Hispanic Chamber of Commerce	Victoria
City of Beaumont MBE List	City of Beaumont	Beaumont
CenTABB Business Roster	Central Texas Assoc. of Black Businesses	Killeen
NEDA Business Consultant Client List	NEDA Business Consultant	El Paso
Austin Hispanic Chamber of Commerce Member List	Austin Hispanic Chamber of Commerce	Austin
Captial Metro DBE/WBE Source List	Austin Transit Authority	Austin
AGC-Houston M/WBE Members List	Assoc. Gen. Contractors of America—Houston	Houston
Asian American Chamber of Commerce Member List	Asian American Chamber of Commerce	Dallas
Golden Triangle Minority Business Council Member List	Golden Triangle Minority Business Council	Beaumont
CARA, Inc. List of clients	CARA	Laredo
AMTRAK Minority Vendor List	Nat'l RR Passenger Corp. AMTRAK	Statewide
Corps Christi Transit Authority DBE Contractor List	Corpus Christi Transit Authority	Corpus Christi
Ft. Worth MHMR Minority Vendor List	Ft. Worth MHMR	Ft. Worth
Corpus Christi International Airport DBE List	Corpus Christi International Airport	Corpus Christi
City of Longview Minority Vendor List	City of Longview	Longview
City of Corpus Christi Engineering Dept. Minority Bid List	city of Corpus Christi—Engineering Dept.	Corpus Christi
City of Port Arthur Minority Vendor List	City of Port Arthur	Port Arthur
SBA El Paso District 8(a) Portfolio	SBA El Paso District	El Paso
City of Victoria HUB Directory	City of Victoria	Victoria
SBA Corpus Christi 8(a) Contractors	SBA Corpus Christi	Lower Ro Grande Valley
City of Lewisville Minority Bidders List	City of Lewisville	Lewisville
Southside Chamber of Commerce Member List	Southside Chamber of Commerce	San Antonio
Nat'l Assoc of Women in Construction Member List	Nat'l Assoc of Women in Construction	Ft. Worth
City of Port Arthur Transit Authority DBE List	City of Port Arthur—Transit Authority	Port Arthur
SBA Lubbock District 8(a) Firms	SBA Lubbock	Lubbock

APPENDIX E

TWO-DIGIT STANDARD INDUSTRIAL CODES (SIC)

- 01 Agricultural production
- 02 **Agricultural** production
- 07 Agricultural Services
- 08 Forestry
- 09 Fishing, Hunting, and Trapping
- 10** Metal Mining
- 12 Coal Mining
- 13 Oil and Gas Extraction
- 14 Mining and Quarrying of Nonmetallic Minerals
- 15 Building Construction
- 16 Heavy Construction
- 17** Construction-Special Trade
- 20 Food and Kindred Products
- 21 Tobacco Products
- 22 Textile Mill Products
- 23 Apparel and Other Finished Products
- 24 Lumber and Wood Products, Except Furniture
- 25 Furniture and Fixtures
- 26 Paper and Allied Products
- 27 Printing, Publishing and Allied Industries
- 28 Chemicals and Allied Products
- 29 Petroleum Refining and Related Industries
- 30 Rubber and Miscellaneous Plastics Products
- 31 Leather and Leather Products
- 32 Stone, Clay, Glass and Concrete Products
- 33 Primary Metal Industries
- 34 Fabricated Metal Products, Except Machinery
- 35 Industrial and Commercial Machinery and Computer Equipment
- 36 Electronic and Other Electrical Equipment and Components, Except Computer Equipment
- 37 Transponatton Equipment
- 38 Measuring, Analyzing, and Controlling instruments
- 39 Miscellaneous Manufacturing
- 40** Railroad **Transportation**
- 41 Local and Suburban Transit
- 41 Motor Freight Transportation and Warehousing
- 43 United States Postal Service
- 44** Water **Transportation**
- 45** **Transportation by Air**
- 46** Pipelines, Except Natural Gas
- 47** Transponatton **Services**
- 48** Communications
- 49** Electric, Gas and Sanitary Services
- 50 Wholesale Trade - Durable Goods
- 51 Wholesale Trade - Nondurable Goods
- 52** Building Materials, Hardware, and Mobile Home Dealers
- 53 General Merchandise Stores
- 54** Food Stores
- 55 **Automotive** Dealers and Gasoline Service Stations
- 56 Apparel and Accessory Stores
- 57 Home Furniture, Furnishings, and Equipment Stores
- 58 Eating and Drinking Places
- 59 Miscellaneous Retail
- 60 Depository institutions
- 61 Nondepository Credit Institutions
- 62 Security and Commodity Brokers, Dealers, Exchanges, and Services
- 63 Insurance Carriers
- 64 Insurance Agents, Brokers, and Service
- 65 Real Estate
- 67 Holding and Other Investment Offices
- 70 Hotels, Rooming Houses, Camps, and other lodging

TWO-DIGIT STANDARD INDUSTRIAL CODES (SIC)

- 72 Personal Services
- 73 Business Services
- 75 Automotive Repair, Services, and Parking
- 76 Miscellaneous Repair Services
- 78 Motion Pictures
- 79 Amusement and Recreation Services
- 80 Health Services
- 81 Legal Services
- 82 Educational Services
- 83 Social Services
- 84 Museums, Art Galleries, and Botanical and Zoological Gardens
- 86 Membership Organizations **Business**, and civic and social associations
- 87 Engineering, Accounting, Research, Management and Related Services
- 89 Miscellaneous Services
- 91 Executive, Legislative, and General Government, Except Finance
- 92 Justice and Public Order
- 93 Public Finance, Taxation, and Monetary Policy
- 94 Administration of Human Resource Programs
- 95 Administration of Environmental Quality and Housing Programs
- 96 Administration of Economic Programs
- 97 National **Security** and International Affairs
- 99 Nonclassifiable Establishments

APPENDIX F

Model I : MODEL 1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model I	24	552.31271	23.01303	22.551	0.0001
Error	3373	3391.15394	1.02051		
C Total	3347	3943.46665			
Root MSE		1.01020	R-square	0.1401	
Dep Mean		9.70544	Adj R-sq	0.1330	
C.V.		10.32353			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob > T	Construction Both Sexes
INTERCEP	1	0.167391	0.15703176	51.747	0.0001	
MALE	1	0.451200	0.00230477	5.402	0.0001	
BLACK	1	-0.409352	0.11753901	-3.403	0.0005	
ASIAN	1	-0.374204	0.23156061	-1.616	0.1061	
HISP	1	-0.365545	0.05407000	-6.761	0.0001	
OTHERS	1	-0.747444	0.122167415	-3.372	0.0000	
SPOUSE	1	0.292332	0.04530590	6.441	0.0001	
MENGLISH	1	0.405539	0.09304021	5.174	0.0001	
MDISABL1	1	-0.449625	0.00416935	-5.342	0.0001	
MMOBILLI	1	0.029552	0.26980149	0.110	0.9120	
MPERSCAR	1	-0.134201	0.13416701	-1.000	0.3173	
MCITIZEN	1	-0.019697	0.00390140	-0.235	0.0144	
AGE2429	1	0.399030	0.10901115	3.661	0.0003	
AGE3034	1	0.406516	0.10494729	4.636	0.0001	
AGE3539	1	0.481966	0.10557111	4.565	0.0001	
AGE4044	1	0.590042	0.10667726	5.534	0.0001	
AGE4549	1	0.646101	0.10900246	5.920	0.0001	
AGE5054	1	0.635702	0.11190143	5.602	0.0001	
AGE5559	1	0.490542	0.11767207	4.237	0.0001	
AGEGT60	1	0.239198	0.11097040	2.011	0.0445	
COLLESS	1	0.207756	0.04123446	5.030	0.0001	
COLLGRAD	1	0.495165	0.05059791	0.450	0.0001	
MAST	1	0.505707	0.13106001	3.059	0.0001	
PROF	1	0.339619	0.35073952	0.947	0.3439	
OOC7	1	0.399902	0.32152630	1.244	0.2137	

Mode I: MODEL1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model I	24	1535.22679	63.96770	55.415	0.0001
Error	7823	9030.47947	1.15435		
C Total	7047	10565.70627			
Root MSE		1.07441	R-square	0.1453	
Odep Mean		9.88359	Adj R-sq	0.1427	
C.V.		10.87061			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Commodities Both Sexes
INTERCEP	1	8.269038	0.11260106	73.437	0.0001	
MALE	1	0.614535	0.02094730	21.229	0.0001	
BLACK	1	-0.475139	0.08398049	-5.658	0.0001	
ASIAN	1	-0.086981	0.07003382	-1.242	0.2143	
HISP	1	-0.369002	0.03967081	-9.324	0.0001	
OTHERS	1	-0.006044	0.21144033	-0.029	0.9772	
SPOUSE	1	0.212051	0.03214161	6.597	0.0001	
MENGLISH	1	0.289709	0.07407504	3.911	0.0001	
MDISABL1	1	-0.517282	0.05795127	-8.926	0.0001	
MMOBILLI	1	0.040811	0.13835153	0.295	0.7600	
MPERSCAR	1	0.016102	0.07874111	0.204	0.8380	
MCITIZEN	1	0.073442	0.05619017	1.262	0.2070	
AGE2429	1	0.353379	0.08531815	4.142	0.0001	
AGE3034	1	0.514971	0.00042257	6.403	0.0001	
AGE3539	1	0.503723	0.07924950	7.366	0.0001	
AGE4044	1	0.609304	0.01937440	7.676	0.0001	
AGE4549	1	0.647376	0.07979121	8.113	0.0001	
AGE5054	1	0.645399	0.06155280	7.914	0.0001	
AGE5559	1	0.546081	0.00241471	6.626	0.0001	
AGEGT60	1	0.389150	0.08012009	4.057	0.0001	
COLLESS	1	0.230676	0.02926632	7.002	0.0001	
COLLGRAD	1	0.421573	0.03395406	12.416	0.0001	
MAST	1	0.366060	0.06426237	5.696	0.0001	
PROF	1	0.520410	0.12342880	4.216	0.0001	
DOCT	1	0.341867	0.18566011	1.841	0.0656	

Model: MODEL1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of squares	Mean Square	F Value	Prob>F
Model	24	7073.05566	294.74399	250.108	0.0001
Error	12516	14749.60310	1.17047		
c Total	12540	21023.53675			
Root MSE		1.00551	H-square	0.3241	
Dep Mean		10.01350	Adj R-sq	0.3220	
C.V.		10.84109			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	
INTERCEP	1	7.915952	0.09425950	03.900	0.0001	
MALE	1	0.626131	0.02174371	20.796	0.0001	
BLACK	1	-0.343497	0.04706120	-7.177	0.0001	
ASIAN	1	-0.097795	0.06994347	-1.390	0.1621	
HISP	1	-0.203644	0.03234296	-0.770	0.0001	
OTHERS	1	-0.310467	0.10947792	-1.601	0.0920	
SPOUSE	1	0.102124	0.02300716	4.290	0.0001	
MENGLISH	1	0.379424	0.07479817	5.073	0.0001	
MDISABLI	1	-0.330066	0.04992530	-6.707	0.0001	
MMOBILLI	1	0.160340	0.14715407	1.090	0.2759	
MPERSCAR	1	-0.041004	0.07041160	-0.595	0.5520	
MCITIZEN	1	0.053154	0.05303005	0.907	0.3234	
AGE2429	1	0.509600	0.06695030	7.612	0.0001	
AGE3034	1	0.641402	0.06361704	10.002	0.0001	
AGE3539	1	0.770114	0.06291490	12.241	0.0001	
AGE4044	1	0.040530	0.06307013	13.454	0.0001	
AGE4549	1	0.091563	0.06371604	13.993	0.0001	
AGE5054	1	0.092090	0.06574962	13.560	0.0001	
AGE5559	1	0.775761	0.06755610	11.403	0.0001	
AGEGT60	1	0.503592	0.06591764	0.053	0.0001	
COLLESS	1	0.309922	0.02613936	11.857	0.0001	
COLLGRAD	1	0.690061	0.02949023	23.400	0.0001	
MAST	1	0.701929	0.04494320	15.610	0.0001	
PROF	1	1.514672	0.03225139	46.965	0.0001	
DOCT	1	1.205493	0.07247079	16.634	0.0001	

Mode 1 : MODEL 1

Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	22	44.92357	2.04198	1.545	0.0690
Error	138	102.37972	1.32159		
c Total	160	227.30329			

Hoot	MSE	1.14961	R-square	0.1976
Dep Mean		9.44609	Adj R-sq	0.0697
C.V.		12.17017		

NOTE: Model is not full rank. Least-squares solutions for the parameters are not unique. Some statistics will be misleading. A reported DF of 0 or B means that the estimate is biased.
 The following parameters have been set to 0. since the variables are a linear combination of other variables as shown.

PROF = 0

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for NO: Parameter=0	Prob > T	
INTERCEP	1	6.677640	1.51471541	4.541	0.0001	
BLACK	1	-1.018321	0.62900376	-1.619	0.1077	
ASIAN	1	-0.104269	1.19225074	-0.007	0.9304	
HISP	1	-0.409009	0.54219442	-0.903	0.3679	
OTHER S	1	0.470295	1.16900793	0.396	0.6931	
SPOUSE	1	0.112230	0.22715075	0.494	0.6220	
MENGLISH	1	2.129354	0.67437536	3.156	0.0020	
MDISABL1	1	0.293297	0.57862000	0.507	0.6130	
MMOBILLI	1	0.394015	0.07559200	0.450	0.6534	
MPERSCAR	1	0.266670	0.70969970	0.366	0.7151	
MCITIZEN	1	-0.346633	1.39891333	-0.249	0.6035	
AGE2429	1	0.069503	0.66190043	0.105	0.9165	
AGE3034	1	0.347793	0.63937079	0.544	0.5674	
AGE3539	1	0.026079	0.62453052	1.323	0.1881	
AGE4044	1	0.775024	0.61653931	1.253	0.2123	
AGE4549	1	0.507700	0.63447593	0.600	0.4250	
AGE5054	1	0.596106	0.65123601	0.915	0.3616	
AGE5559	1	0.501726	0.70046309	0.716	0.4750	
AGEGT60	1	0.996094	0.70929567	1.404	0.1625	
COLLESS	1	0.306646	0.20010047	1.463	0.1403	
COLLGAAD	1	0.426797	0.30345526	1.406	0.1618	
MAST	1	2.593917	1.19690696	2.164	0.0322	
PROF	0	0				
DOCT	1	-0.203617	1.17630102	-0.173	0.8629	

Model: MODEL1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model I	23	116.01436	5.04410	3.075	0.0001
Error	1807	2352.37435	1.30181		
C Total	1830	2466.36073			
Root MSE		1.14097	R-square	0.0470	
Dep Mean		9.36731	Adj R-sq	0.0349	
C.V.		12.15436			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob > T	Commodities Women Only
INTERCEP	1	8.694801	0.24041141	36.166	0.0001	
BLACK	1	-0.202894	0.17421586	-1.624	0.1046	
ASIAN	1	0.026014	0.13563604	0.207	0.0364	
HISP	1	-0.185710	0.00441305	-2.200	0.0279	
OTHERS	1	0.050340	0.51611066	0.113	0.9104	
SPOUSE	1	0.006193	0.06410970	0.096	0.9231	
MENGLISH	1	0.124460	0.15912993	0.702	0.4342	
MDISABLY	1	-0.509050	0.14648235	-3.475	0.0005	
MMOBILLI	1	-0.194130	0.20647263	-0.670	0.4961	
MPERSCAR	1	0.065030	0.16192352	0.525	0.5996	
MCITIZEN	1	0.019676	0.13126951	0.151	0.0797	
AGE2429	1	0.270247	0.16031713	1.543	0.1230	
AGE3034	1	0.358190	0.17271717	2.074	0.0362	
AGE 3539	1	0.527166	0.16035626	3.131	0.0010	
AGE4044	1	0.514916	0.16701612	3.063	0.0021	
AGE4549	1	0.513655	0.16783998	3.060	0.0022	
AGE5054	1	0.500018	0.17064149	2.930	0.0034	
AGE5559	1	0.455656	0.17523296	2.600	0.0094	
AGEGT60	1	0.313881	0.17116227	1.034	0.0669	
COLLESS	1	0.258815	0.06260945	4.134	0.0001	
COLLGRAO	1	0.363764	0.06001107	4.797	0.0001	
MAST	1	0.411173	0.15512905	2.651	0.0061	
PROF	1	0.325347	0.32097104	1.014	0.3109	
DOCT	1	1.212245	0.00974603	1.497	0.1346	

Mode 1: MODEL 1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model I	23	1106.92415	46.12714	37.612	0.0001
Error	4020	5143.60736	1.27955		
C Total	4043	6250.73153			
Root MSE		1.13117	R-square	0.1771	
Dep Mean		9.37041	Adj R-sq	0.1724	
C.V.		12.07176			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob > T	
INTERCEP	1	7.932154	0.15216206	52.130	0.0001	
BLACK	1	-0.247044	0.07031479	-3.154	0.0016	
ASIAN	1	0.179393	0.12157122	1.476	0.1401	
HISP	1	-0.182611	0.05916342	-3.007	0.0020	
OTHERS	1	-0.351236	0.36011250	-0.975	0.3294	
SPOUSE	1	-0.139516	0.03954495	-3.520	0.0004	
MENGLISH	1	0.359678	0.13141421	2.737	0.0062	
MDISABL1	1	-0.390930	0.09950494	-3.926	0.0001	
MMOBILLI	1	0.209072	0.26331491	0.797	0.4255	
MPERSCAR	1	0.116555	0.12004090	0.971	0.3316	
MCITIZEN	1	0.179100	0.09901520	1.809	0.0706	
AGE2429	1	0.470600	0.10243404	4.595	0.0001	
AGE3034	1	0.616061	0.09923307	6.200	0.0001	
AGE3539	1	0.760539	0.09030360	7.737	0.0001	
AGE4044	1	0.865859	0.09013014	0.023	0.0001	
AGE4549	1	0.079970	0.09950372	0.036	0.0001	
AGE5054	1	0.901083	0.10401473	0.663	0.0001	
AGE5559	1	0.746266	0.11129050	6.706	0.0001	
AGEGT 60	1	0.506257	0.10649766	5.505	0.0001	
COLLESS	1	0.360660	0.04219002	0.549	0.0001	
COLLGRAD	1	0.719001	0.05606094	12.660	0.0001	
MAST	1	0.729647	0.00717766	0.370	0.0001	
PROF	1	1.633554	0.00695559	10.706	0.0001	
DOCT	1	1.429342	0.17005293	0.405	0.0001	

Services
 Women Only

Mode I : MODEL 1
 Dependent Variable: NEWEARN

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	23	522.34590	22.71069	22.630	0.0001
Error	3163	3174.34031	1.00359		
C Total	3186	3696.611622			
Root MSE		1.00179	R-square	0.1413	
Dep Mean		9.80258	Adj R-sq	0.1351	
C.V.		10.21967			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for HO: Parameter=0	Prob > T	
INTERCEP	1	B. 639678	0.13672026	62.270	0.0001	
BLACK	1	-0.398352	0.11972007	-3.327	0.0009	
ASIAN	1	-0.389115	0.23599928	-1.649	0.0993	
HISP	1	-0.370434	0.05404716	-6.054	0.0001	
OTHERS	1	-0.010974	0.22522377	-3.636	0.0003	
SPOUSE	1	0.317086	0.04647671	6.022	0.0001	
MENGLISH	1	0.431253	0.09451092	4.563	0.0001	
MDISABL1	1	-0.474826	0.08489510	-5.593	0.0001	
MMOBILLI	1	-0.127349	0.29489983	-0.432	0.6659	
MPERSCAR	1	-0.107033	0.13677652	-0.783	0.4340	
MCITIZEN	1	0.005416	0.00379603	0.065	0.9485	
AGE2429	1	0.408681	0.11039040	3.702	0.0002	
AGE3034	1	0.483861	0.10635139	4.550	0.0001	
AGE3539	1	0.460377	0.10711168	4.290	0.0001	
AGE4044	1	0.569224	0.10635304	5.253	0.0001	
AGE4549	1	0.649161	0.11065548	5.867	0.0001	
AGE5054	1	0.625011	0.11358223	5.503	0.0001	
AGE5559	1	0.492320	0.11936597	4.124	0.0001	
AGEGT60	1	0.207902	0.12061595	1.724	0.0849	
COLLESS	1	0.203269	0.04206761	4.630	0.0001	
COLLGRAD	1	0.502814	0.05962911	8.432	0.0001	
MAST	1	0.477500	0.13116731	3.640	0.0003	
PROF	1	0.341557	0.35580120	0.960	0.3371	
DOCT	1	0.437076	0.33615218	1.303	0.1926	